

NOTICE OF PUBLICATION AND NOTICE OF PUBLIC HEARING

22 MAY 23 8:17 Notice is hereby given that the Council of the County of Kaua'i will hold a public hearing on Wednesday, June 15, 2022, at 8:30 a.m., or soon thereafter, at the Council Chambers, 4396 Rice Street, Room 201, Historic County Building, Līhu'e, on the following:

Bill No. 2863

A BILL FOR AN ORDINANCE APPROVING A COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 2 BETWEEN JULY 1, 2021 AND JUNE 30, 2025

This Bill proposes to approve the cost items in the Collective Bargaining Agreement for the Hawai'i Government Employees Association (HGEA) Bargaining Unit 2 for the period July 1, 2021 through June 30, 2025, based on a negotiated settlement and in accordance with the procedures contained in Hawai'i Revised Statutes (HRS) Section 89-11 and Kaua'i County Charter Section 19.13B. The terms of the Collective Bargaining Agreement were recently ratified by the employees of Bargaining Unit 2.

Bill No. 2864

A BILL FOR AN ORDINANCE APPROVING A COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 3 BETWEEN JULY 1, 2021 AND JUNE 30, 2025

This Bill proposes to approve the cost items in the Collective Bargaining Agreement for the Hawai'i Government Employees Association (HGEA) Bargaining Unit 3 for the period July 1, 2021 through June 30, 2025, based on a negotiated settlement and in accordance with the procedures contained in Hawai'i Revised Statutes (HRS) Section 89-11 and Kaua'i County Charter Section 19.13B. The terms of the Collective Bargaining Agreement were recently ratified by the employees of Bargaining Unit 3.

Bill No. 2865

A BILL FOR AN ORDINANCE APPROVING A COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 4 BETWEEN JULY 1, 2021 AND JUNE 30, 2025

This Bill proposes to approve the cost items in the Collective Bargaining Agreement for the Hawai'i Government Employees Association (HGEA) Bargaining Unit 4 for the period July 1, 2021 through June 30, 2025, based on a negotiated settlement and in accordance with the procedures contained in Hawai'i Revised Statutes (HRS) Section 89-11 and Kaua'i County Charter Section 19.13B. The terms of the Collective Bargaining Agreement were recently ratified by the employees of Bargaining Unit 4.

Bill No. 2866

A BILL FOR AN ORDINANCE APPROVING A COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 11 BETWEEN JULY 1, 2021 AND JUNE 30, 2025

This Bill proposes to approve the cost items in the Collective Bargaining Agreement for the Hawai'i Fire Fighters Association (HFFA) Bargaining Unit 11 for the period July 1, 2021 through June 30, 2025, based on an arbitrated award and in accordance with the procedures contained in Hawai'i Revised Statutes (HRS) Section 89-11 and Kaua'i County Charter Section 19.13B.

Bill No. 2867

**A BILL FOR AN ORDINANCE APPROVING A COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 13 BETWEEN JULY 1, 2021 AND JUNE 30, 2025**

This Bill proposes to approve the cost items in the Collective Bargaining Agreement for the Hawai'i Government Employees Association (HGEA) Bargaining Unit 13 for the period July 1, 2021 through June 30, 2025, based on a negotiated settlement and in accordance with the procedures contained in Hawai'i Revised Statutes (HRS) Section 89-11 and Kaua'i County Charter Section 19.13B. The terms of the Collective Bargaining Agreement were recently ratified by the employees of Bargaining Unit 13.

All interested persons who wish to present their comments may do so at the public hearing. Written testimony prior to the hearing would be appreciated. Written testimony can be submitted to the Office of the County Clerk, Council Services Division by mail, facsimile, or via E-mail to [counciltestimony@kauai.gov](mailto:counciltestimony@kauai.gov). Copies of these Bills are available at the Office of the County Clerk, Council Services Division.

(The Council Committee or Council may amend these Bills at their subsequent meetings. Meeting notices are posted at least six (6) days in advance at the County Clerk's Office and the public may also testify at any of these meetings.)

**CERTIFICATE OF THE COUNTY CLERK**

I hereby certify that the foregoing Bills Nos. 2863, 2864, 2865, 2866, and 2867 were passed on first reading and ordered to print by the Council of the County of Kaua'i at its meeting held on May 18, 2022, by the following vote:

AYES:	Carvalho, Chock, Cowden, DeCosta, Evslin, Kaneshiro	TOTAL – 6,
NOES:	None	TOTAL – 0,
EXCUSED & NOT VOTING:	Kuali'i	TOTAL – 1,
RECUSED & NOT VOTING:	None	TOTAL – 0.

Lihu'e, Hawai'i  
May 19, 2022

/s/ Jade K. Fountain-Tanigawa  
County Clerk, County of Kaua'i

**NOTE: IF YOU NEED AN AUXILIARY AID/SERVICE, OTHER ACCOMMODATION DUE TO A DISABILITY, OR AN INTERPRETER FOR NON-ENGLISH SPEAKING PERSONS, PLEASE CONTACT THE OFFICE OF THE COUNTY CLERK, COUNCIL SERVICES DIVISION AT (808) 241-4188 OR [COKCOUNCIL@KAUAI.GOV](mailto:COKCOUNCIL@KAUAI.GOV) AS SOON AS POSSIBLE. REQUESTS MADE AS EARLY AS POSSIBLE WILL ALLOW ADEQUATE TIME TO FULFILL YOUR REQUEST.**

**UPON REQUEST, THIS NOTICE IS AVAILABLE IN ALTERNATE FORMATS SUCH AS LARGE PRINT, BRAILLE, OR ELECTRONIC COPY.**

(One publication – The Garden Island – May 26, 2022)

ORDINANCE NO. \_\_\_\_\_

BILL NO. 2863

**A BILL FOR AN ORDINANCE APPROVING A COLLECTIVE BARGAINING  
AGREEMENT FOR BARGAINING UNIT 2  
BETWEEN JULY 1, 2021 AND JUNE 30, 2025**

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BE IT ORDAINED BY THE COUNCIL OF THE COUNTY OF KAUAI, STATE OF HAWAII:

SECTION 1. Sec. 19.13.B of the Charter of the County of Kauai, as amended ("Charter") provides that any contract or lease requiring the payment of funds from appropriations of more than one fiscal year shall be approved by ordinance.

As such, the following cost items for Bargaining Unit ("BU") 2 under Hawaii Revised Statutes ("HRS") §89-6 are hereby approved for the period of July 1, 2021 through June 30, 2025:

BU-2:

A. Effective July 1, 2021:

- All Unit 2 employees employed as of June 30, 2021 and continued to be employed as of July 1, 2021 shall receive a one percent (1%) one-time lump sum payment based on their June 30, 2021 annual base pay;

B. Effective July 1, 2022:

- 3.72% across the board (ATB) salary increase;

C. Effective July 1, 2023:

- 5.00% across the board (ATB) salary increase;

D. Effective July 1, 2024:

- 5.00% across the board (ATB) salary increase.

Wage costs include fringe benefit costs representing expenses which automatically increase when base salaries increase (e.g. premium pay, overtime, Medicare, unemployment compensation and leave benefits). The subsequent years' cost includes the roll over from the previous year (Exhibit A).

SECTION 2. If any provisions of this Ordinance or the application thereof to any persons or circumstance are held invalid, the invalidity does not affect other provisions or applications of the Ordinance which can be given effect without the invalid provisions or application and, to this end, the provisions of this Ordinance are severable.

SECTION 3. This Ordinance shall take effect when the Legislature of the State of Hawai'i, the Maui County Council, the Honolulu City Council, the Hawai'i County Council, and the Kaua'i County Council have pursuant to HRS §89-10 (b), appropriated moneys for cost items for Bargaining Unit 2 for the period of July 1, 2021 to June 30, 2025.

Introduced by:



ARRYL KANESHIRO  
(By Request)

DATE OF INTRODUCTION:

**May 18, 2022**

Līhu'e, Kaua'i, Hawai'i

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**County of Kauai**  
**Bargaining Unit 2**  
**Contract Period: July 1, 2022 to June 30, 2025**

EU-2 INCLUDED				
FY	2022	2023	2024	2025
	\$10,196			
		\$47,494	\$47,494	\$47,494
			\$115,772	\$115,772
				\$188,175
<b>Total</b>	\$10,196	\$47,494	\$163,266	\$351,441

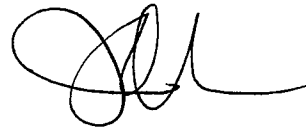
<b>TOTAL COST</b>	\$10,196	\$57,690	\$173,462	\$361,637
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CERTIFICATE OF THE COUNTY CLERK

I hereby certify that heretofore attached is a true and correct copy of Bill No. 2863, which was passed on first reading and ordered to print by the Council of the County of Kaua'i at its meeting held on May 18, 2022, by the following vote:

FOR PASSAGE:	Carvalho, Chock, Cowden, DeCosta, Evslin, Kaneshiro	TOTAL - 6,
AGAINST PASSAGE:	None	TOTAL - 0,
EXCUSED & NOT VOTING:	Kuali'i	TOTAL - 1,
RECUSED & NOT VOTING:	None	TOTAL - 0.

Līhu'e, Hawai'i  
May 18, 2022



Jade K. Fountain-Tanigawa  
County Clerk, County of Kaua'i

ORDINANCE NO. \_\_\_\_\_

BILL NO. 2864

**A BILL FOR AN ORDINANCE APPROVING A COLLECTIVE BARGAINING  
AGREEMENT FOR BARGAINING UNIT 3  
BETWEEN JULY 1, 2021 AND JUNE 30, 2025**

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BE IT ORDAINED BY THE COUNCIL OF THE COUNTY OF KAUAI, STATE OF HAWAII:

SECTION 1. Sec. 19.13.B of the Charter of the County of Kauai, as amended ("Charter") provides that any contract or lease requiring the payment of funds from appropriations of more than one fiscal year shall be approved by ordinance.

As such, the following cost items for Bargaining Unit ("BU") 3 under Hawaii Revised Statutes ("HRS") §89-6 are hereby approved for the period of July 1, 2021 through June 30, 2025:

BU-3:

A. Effective July 1, 2021:

- All Unit 3 employees employed as of June 30, 2021 and continued to be employed as of July 1, 2021 shall receive a one-time lump sum payment of \$1,000 prorated by their full-time equivalency (FTE);

B. Effective October 1, 2022:

- 3.72% across the board (ATB) salary increase;

C. Effective July 1, 2023:

- 5.00% across the board (ATB) salary increase;

D. Effective July 1, 2024:

- 5.00% across the board (ATB) salary increase.

Wage costs include fringe benefit costs representing expenses which automatically increase when base salaries increase (e.g. premium pay, overtime, Medicare, unemployment compensation and leave benefits). The subsequent years' cost includes the roll over from the previous year (Exhibit A).

SECTION 2. If any provisions of this Ordinance or the application thereof to any persons or circumstance are held invalid, the invalidity does not affect other provisions or applications of the Ordinance which can be given effect without the invalid provisions or application and, to this end, the provisions of this Ordinance are severable.

SECTION 3. This Ordinance shall take effect when the Legislature of the State of Hawai'i, the Maui County Council, the Honolulu City Council, the Hawai'i County Council, and the Kaua'i County Council have pursuant to HRS §89-10 (b), appropriated moneys for cost items for Bargaining Unit 3 for the period of July 1, 2021 to June 30, 2025.

Introduced by:



ARRYL KANESHIRO  
(By Request)

DATE OF INTRODUCTION:

**May 18, 2022**

Līhu'e, Kaua'i, Hawai'i

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**County of Kauai  
Bargaining Unit 3  
Contract Period: July 1, 2022 to June 30, 2025**

BU-3 INCLUDED				
FY	2022	2023	2024	2025
	\$221,291			
		\$312,153	\$312,153	\$312,153
			\$1,065,021	\$1,065,021
				\$1,731,083
<b>Subtotal</b>	\$221,291	\$312,153	\$1,377,174	\$3,108,257
BU-2 EXCLUDED				
	\$30,273			
		\$55,716	\$55,716	\$55,716
			\$181,020	\$181,020
				\$294,230
<b>Subtotal</b>	\$30,273	\$55,716	\$236,736	\$530,966
<b>TOTAL COST</b>	\$251,564	\$619,433	\$1,865,474	\$3,890,787

CERTIFICATE OF THE COUNTY CLERK

I hereby certify that heretofore attached is a true and correct copy of Bill No. 2864, which was passed on first reading and ordered to print by the Council of the County of Kaua'i at its meeting held on May 18, 2022, by the following vote:

FOR PASSAGE:	Carvalho, Chock, Cowden, DeCosta, Evslin, Kaneshiro	TOTAL – 6,
AGAINST PASSAGE:	None	TOTAL – 0,
EXCUSED & NOT VOTING:	Kuali'i	TOTAL – 1,
RECUSED & NOT VOTING:	None	TOTAL – 0.

Lihu'e, Hawai'i  
May 18, 2022



Jade K. Fountain-Tanigawa  
County Clerk, County of Kaua'i

**A BILL FOR AN ORDINANCE APPROVING A COLLECTIVE BARGAINING  
AGREEMENT FOR BARGAINING UNIT 4  
BETWEEN JULY 1, 2021 AND JUNE 30, 2025**

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BE IT ORDAINED BY THE COUNCIL OF THE COUNTY OF KAUAI, STATE OF HAWAII:

SECTION 1. Sec. 19.13.B of the Charter of the County of Kaua'i, as amended ("Charter") provides that any contract or lease requiring the payment of funds from appropriations of more than one fiscal year shall be approved by ordinance.

As such, the following cost items for Bargaining Unit ("BU") 4 under Hawai'i Revised Statutes ("HRS") §89-6 are hereby approved for the period of July 1, 2021 through June 30, 2025:

BU-4:

A. Effective July 1, 2021:

- All Unit 4 employees employed as of June 30, 2021 and continued to be employed as of July 1, 2021 shall receive a one percent (1%) one-time lump sum payment prorated by their full-time equivalency (FTE) based on their June 30, 2021 annual pay;

B. Effective July 1, 2022:

- 3.72% across the board (ATB) salary increase;

C. Effective July 1, 2023:

- 4.96% across the board (ATB) salary increase;
- Uniform maintenance allowance shall be as follows:
  - Full Uniform: \$25.00
  - Button shirt, trousers, or jacket: \$15.00
  - T-shirt and/or shorts: \$10.00
- Meal allowance shall be as follows:
  - Breakfast: \$8.00
  - Lunch: \$10.00
  - Dinner: \$12.00

D. Effective July 1, 2024:

- 5.00% across the board (ATB) salary increase.

Wage costs include fringe benefit costs representing expenses which automatically increase when base salaries increase (e.g. premium pay, overtime, Medicare, unemployment compensation and leave benefits). The subsequent years' cost includes the roll over from the previous year (Exhibit A).

SECTION 2. If any provisions of this Ordinance or the application thereof to any persons or circumstance are held invalid, the invalidity does not affect other provisions or applications of the Ordinance which can be given effect without the invalid provisions or application and, to this end, the provisions of this Ordinance are severable.

SECTION 3. This Ordinance shall take effect when the Legislature of the State of Hawai'i, the Maui County Council, the Honolulu City Council, the Hawai'i County Council, and the Kaua'i County Council have pursuant to HRS §89-10 (b), appropriated moneys for cost items for Bargaining Unit 4 for the period of July 1, 2021 to June 30, 2025.

Introduced by:



ARRYL KANESHIRO  
(By Request)

DATE OF INTRODUCTION:

May 18, 2022

Līhu'e, Kaua'i, Hawai'i

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**County of Kauai  
Bargaining Unit 4  
Contract Period: July 1, 2022 to June 30, 2025**

BU-4-INCLUDED				
FY	2022	2023	2024	2025
	\$9,538			
		\$37,024	\$37,024	\$37,024
			\$87,878	\$87,878
				\$142,872
<b>Total</b>	\$9,538	\$37,024	\$124,902	\$267,774

<b>TOTAL COST</b>	\$9,538	\$46,562	\$134,440	\$277,312
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CERTIFICATE OF THE COUNTY CLERK

I hereby certify that heretofore attached is a true and correct copy of Bill No. 2865, which was passed on first reading and ordered to print by the Council of the County of Kaua'i at its meeting held on May 18, 2022, by the following vote:

FOR PASSAGE:	Carvalho, Chock, Cowden, DeCosta, Evslin, Kaneshiro	TOTAL – 6,
AGAINST PASSAGE:	None	TOTAL – 0,
EXCUSED & NOT VOTING:	Kuali'i	TOTAL – 1,
RECUSED & NOT VOTING:	None	TOTAL – 0.

Lihu'e, Hawai'i  
May 18, 2022



Jade K. Fountain-Tanigawa  
County Clerk, County of Kaua'i

**A BILL FOR AN ORDINANCE APPROVING A COLLECTIVE BARGAINING  
AGREEMENT FOR BARGAINING UNIT 11  
BETWEEN JULY 1, 2021 AND JUNE 30, 2025**

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BE IT ORDAINED BY THE COUNCIL OF THE COUNTY OF KAUAI, STATE OF HAWAII:

SECTION 1. Sec. 19.13.B of the Charter of the County of Kauai, as amended ("Charter") provides that any contract or lease requiring the payment of funds from appropriations of more than one fiscal year shall be approved by ordinance.

As such, the following cost items for Bargaining Unit ("BU") 11 under Hawai'i Revised Statutes ("HRS") §89-6 are hereby approved for the period of July 1, 2021 through June 30, 2025:

BU-11:

A. Effective July 1, 2021:

- Continue step movement plan;

B. Effective July 1, 2022:

- Continue step movement plan; and
- 3.00% across the board (ATB) salary increase;

C. Effective July 1, 2023:

- Continue step movement plan; and
- 4.00% across the board (ATB) salary increase;

D. Effective July 1, 2024:

- Continue step movement plan; and
- 4.00% across the board (ATB) salary increase.

Wage costs include fringe benefit costs representing expenses which automatically increase when base salaries increase (e.g. premium pay, overtime, Medicare, unemployment compensation and leave benefits). The subsequent years' cost includes the roll over from the previous year (Exhibit A).

SECTION 2. If any provisions of this Ordinance or the application thereof to any persons or circumstance are held invalid, the invalidity does not affect other provisions or applications of the Ordinance which can be given effect

without the invalid provisions or application and, to this end, the provisions of this Ordinance are severable.

SECTION 3. This Ordinance shall take effect when the Legislature of the State of Hawai'i, the Maui County Council, the Honolulu City Council, the Hawai'i County Council, and the Kaua'i County Council have pursuant to HRS §89-10(b), appropriated moneys for cost items for Bargaining Unit 11 for the period of July 1, 2021 to June 30, 2025.

Introduced by:



ARRYL KANESHIRO  
(By Request)

DATE OF INTRODUCTION:

**May 18, 2022**

Līhu'e, Kaua'i, Hawai'i

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Exhibit A

**County of Kauai**  
**Bargaining Unit 11**  
**Contract Period: July 1, 2022 to June 30, 2025**

<b>FY</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
	\$40,604	\$40,604	\$40,604	\$40,604
		\$1,474,556	\$1,474,556	\$1,474,556
			\$2,601,914	\$2,601,914
				\$3,774,028
<b>TOTAL COST</b>	\$40,604	\$1,515,160	\$4,117,074	\$7,891,102

CERTIFICATE OF THE COUNTY CLERK

I hereby certify that heretofore attached is a true and correct copy of Bill No. 2866, which was passed on first reading and ordered to print by the Council of the County of Kaua'i at its meeting held on May 18, 2022, by the following vote:

FOR PASSAGE:	Carvalho, Chock, Cowden, DeCosta, Evslin, Kaneshiro	TOTAL – 6,
AGAINST PASSAGE:	None	TOTAL – 0,
EXCUSED & NOT VOTING:	Kuali'i	TOTAL – 1,
RECUSED & NOT VOTING:	None	TOTAL – 0.

Lihu'e, Hawai'i  
May 18, 2022



Jade K. Fountain-Tanigawa  
County Clerk, County of Kaua'i

ORDINANCE NO. \_\_\_\_\_

BILL NO. 2867

**A BILL FOR AN ORDINANCE APPROVING A COLLECTIVE BARGAINING  
AGREEMENT FOR BARGAINING UNIT 13  
BETWEEN JULY 1, 2021 AND JUNE 30, 2025**

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BE IT ORDAINED BY THE COUNCIL OF THE COUNTY OF KAUAI, STATE OF HAWAII:

SECTION 1. Sec. 19.13.B of the Charter of the County of Kauai, as amended ("Charter") provides that any contract or lease requiring the payment of funds from appropriations of more than one fiscal year shall be approved by ordinance.

As such, the following cost items for Bargaining Unit ("BU") 13 under Hawai'i Revised Statutes ("HRS") §89-6 are hereby approved for the period of July 1, 2021 through June 30, 2025:

BU-13:

A. Effective July 1, 2021:

- All Unit 13 employees who were employed on Step M as of June 30, 2021 and continued to be employed as of July 1, 2021 shall receive a two percent (2.00%) one-time lump sum payment prorated by their full-time equivalency (FTE) based on their June 30, 2021 annual pay;

B. Effective July 1, 2022:

- All Unit 13 employees who were eligible for step movements during the period of July 1, 2021 to June 30, 2022 shall receive their step movement on July 1, 2022;
- Continue step movement plan; and
- 2.00% across the board (ATB) salary increase;

C. Effective July 1, 2023:

- Step C will be deleted; employees on Step C will move to Step D;
- Continue step movement plan; and
- 4.00% across the board (ATB) salary increase;

D. Effective July 1, 2024:

- Continue step movement plan; and
- 3.59% across the board (ATB) salary increase.

Wage costs include fringe benefit costs representing expenses which automatically increase when base salaries increase (e.g. premium pay, overtime, Medicare, unemployment compensation and leave benefits). The subsequent years' cost includes the roll over from the previous year (Exhibit A).

SECTION 2. If any provisions of this Ordinance or the application thereof to any persons or circumstance are held invalid, the invalidity does not affect other provisions or applications of the Ordinance which can be given effect without the invalid provisions or application and, to this end, the provisions of this Ordinance are severable.

SECTION 3. This Ordinance shall take effect when the Legislature of the State of Hawai'i, the Maui County Council, the Honolulu City Council, the Hawai'i County Council, and the Kaua'i County Council have pursuant to HRS §89-10(b), appropriated moneys for cost items for Bargaining Unit 13 for the period of July 1, 2021 to June 30, 2025.

Introduced by:



ARRYL KANESHIRO  
(By Request)

DATE OF INTRODUCTION:

**May 18, 2022**

Līhu'e, Kaua'i, Hawai'i

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Exhibit A

**County of Kauai**  
**Bargaining Unit 13**  
**Contract Period: July 1, 2022 to June 30, 2025**

FY	2022	2023	2024	2025
	\$5,099			
		\$505,508	\$505,508	\$505,508
			\$1,154,282	\$1,154,282
				\$1,796,605
<b>Subtotal</b>	\$5,099	\$505,508	\$1,659,790	\$3,456,395
	\$118,913			
		\$321,667	\$321,667	\$321,667
			\$767,197	\$767,197
				\$1,199,383
<b>Subtotal</b>	\$118,913	\$321,667	\$1,088,864	\$2,288,247
<b>TOTAL COST</b>	\$124,012	\$951,187	\$2,872,666	\$5,868,654

CERTIFICATE OF THE COUNTY CLERK

I hereby certify that heretofore attached is a true and correct copy of Bill No. 2867, which was passed on first reading and ordered to print by the Council of the County of Kaua'i at its meeting held on May 18, 2022, by the following vote:

FOR PASSAGE:	Carvalho, Chock, Cowden, DeCosta, Evslin, Kaneshiro	TOTAL – 6,
AGAINST PASSAGE:	None	TOTAL – 0,
EXCUSED & NOT VOTING:	Kuali'i	TOTAL – 1,
RECUSED & NOT VOTING:	None	TOTAL – 0.

Lihu'e, Hawai'i  
May 18, 2022



Jade K. Fountain-Tanigawa  
County Clerk, County of Kaua'i